

Diversity Steering Committee Meeting Summary

February, 2006

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

Mission: To work with each other and the community to make Tempe the best place to live, work, and play.

Values: People...Integrity...Respect...Openness...Creativity...Quality...Diversity

- The City of Tempe 2006 Diversity Strategic Plan was approved by Council back in December of 2005. Since then, the Steering Committee created subcommittees to look at specific sections of the Strategic Plan. Here are the highlights of the subcommittees:

ADA Programming/Training:

- The Disability Task Force is up and running. They are looking at how the city provides access to all of its services and will make recommendations if adjustments are necessary.
- The committee is in the process of gathering data from city departments on specific topics for ADA training.

Suggestions from Employee Task Force Reports:

- The Multicultural Task Force recommended that the city take a closer look at recruitment to diversify the pool of candidates. The committee was informed by Human Resources that there were 91 internal promotions and 41 new hires in 2005. Human Resource department also informed the committee that rule 304, a rule allowing temporary employees to apply for internal recruitments, goes to Mayor and Council for adoption in March of 2006.
- The committee will not pursue the accountability issues brought forth by the Task Force Reports, as that will be addressed through the new Performance Development Plan.
- The committee is brainstorming the creation of an Employee Diversity Dialogue program to give employees an opportunity to voice opinions about the city's performance on diversity issues.
- The committee would also like to look into using tuition reimbursement dollars for trainings and conferences.

Focus on Women's Issues:

- The committee is brainstorming possible responses to glass ceiling issues for women in their various occupations. They would like to see a gender bias section become part of MST.
- The committee has invited representatives from Summa Associates to the next Steering Committee meeting. Summa Associates assisted the City of Phoenix in creating a child-care program and will present information to the Steering Committee about setting up a similar program for city of Tempe employees.

Women's Networking Program:

- Although nothing has been officially decided, the committee would like to create and host a panel discussion, featuring women in the organization who have been able to rise through the ranks.

LGBT Networking Program:

- The committee is still in the brainstorming phase on this topic. The committee is reaching out to other organizations with similar programs to gather ideas and information.

City-wide Recruitment Outreach:

- The Fire Department has been doing its own outreach, but has since joined efforts with the Diversity Steering Committee to make the efforts city-wide. The goal of the committee is to determine how to market open positions in various departments of the city, as well as widen the pool of candidates.

Leadership Development Day:

- No report.